From: Virginia Winter
To: Heidi McCaslin
Subject: Re: Pause to Reflect: January 24th, CDHS/CDE Leaders Retreat
Date: Thursday, February 14, 2019 4:40:04 PM
Attachments: Equinox_3.png

Yes, I overheard your mention of that to Mary Anne… now I understand. I heard on NPR that the strike in Denver has ended (hope I hear that right!!!)

Virginia ('G') Winter
Managing Principal
Equinox Consultancy LLC

T: 303.355.4924
C: 303.518.4587
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On Feb 14, 2019, at 4:35 PM, McCaslin, Heidi <McCaslin_H@cde.state.co.us> wrote:

Thanks,
Well, I was reminded when DHS put out a waiver form to allow programs to exceed DHS licensing limits on preschool classrooms without consulting with us last week as DPS was going on strike. They didn't understand that programs are statutorily required to limit class size to 16 when serving CPP children, so their waiver process is irrelevant without our involvement. Unfortunate situation actually, especially after our interagency work.

H

Heidi McCaslin
Preschool Director
Preschool through 3rd Grade (P-3) Office
<image941135.PNG>
P 303.866.6720
201 E Colfax Ave, Room 105, Denver, CO 80203
McCaslin_H@cde.state.co.us | www.cde.state.co.us

<image ee6da1e.PNG> <image1e6436.PNG> <imageed7761.PNG> <imagef03043.PNG>

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From: Virginia Winter [mailto:gwinter@equinoxconsultancy.com]
Sent: Thursday, February 14, 2019 4:32 PM

To: McCaslin, Heidi
Subject: Re: Pause to Reflect: January 24th, CDHS/CDE Leaders Retreat

that warrants and ATTA GIRL!!!

Virginia ('G') Winter
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<image001.png>

On Feb 14, 2019, at 3:35 PM, McCaslin, Heidi <McCaslin_H@cde.state.co.us> wrote:

Thanks for this. I recently just printed and posted on my bulletin board.

H

Heidi McCaslin
Preschool Director
Preschool through 3rd Grade (P-3) Office
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<image2d2323.PNG> <image9bc5d9.PNG> <image7b3c5e.PNG> <imagefe38ea.PNG>

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From: Virginia Winter [mailto:gwinter@equinoxconsultancy.com]
Sent: Thursday, February 14, 2019 3:02 PM
To: O'Neil, Colleen; Colsman, Melissa; Snyder - CDHS, MaryAnne; Martin - CDHS, Mary; Cobb, Floyd; McCaslin, Heidi; Carin.Rosa@state.co.us; Ortiz, Nick; Mewhinney - CDHS, Erin; Chiappetti, Sharlene; O'Brien, Jennifer; Stacey Kennedy - CDHS; Heather.Craiglow@state.co.us; christy.scott@state.co.us; Gallanos, Anji; Lenita.Hartman@state.co.us
Subject: Pause to Reflect: January 24th, CDHS/CDE Leaders Retreat

Hello!

I'm writing to suggest a short pause in your day for reflection on Colleen O'Neil's closing remark in January … *When things get tight and tough and hard… and they will, I want to remember this day, the progress we've made and what we're capable of.*

This is my one follow up reminder, to stay determined and open-hearted; and to believe in positive results in all your workplace interactions*.

my best regards,
G
*and keep your operating ethic close by for reference on a daily basis; until it's routine! (Attached)

Virginia ('G') Winter
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<image001.png>